

Meeting Notes

Eastern High School Programs Advisory Team (PAT)

October 22, 2009

6:00-7:30pm

Eliot-Hine Middle School

Facilitators:

Peggy O'Brien, Chief, Office of Family and Public Engagement

Hilary Darilek, Director of Human Capital Strategy, Principals

Overview:

Peggy O'Brien opened the meeting with a brief overview of past meetings, acknowledgement that DCPS has heard the discontent with the pace of planning, and a review of upcoming meetings including the community forum on Monday, November 16, and the PAT's meeting with the Chancellor on December 2nd. At the November 16th meeting, DCPS staff will present some high school academic models based on past conversations to give the community a more concrete picture of some possibilities for Eastern High School. There will be plenty of opportunities for feedback, and the meeting will include 7th and 8th graders from local middle schools in addition to alumni, DCPS families, and the greater community.

After this introduction, Hilary Darilek described the general principal recruitment process, gave an update on specific recruitment for Eastern HS to date, and distributed a draft job description for community feedback.

Last year's recruitment process: 1) national search including ad campaigns, referrals, working with principal-related organizations; 2) local search within current DCPS assistant principals and interested teachers. In the past, an interested candidate would apply to a general pool, then candidates would be matched with a particular school. This year, particularly with Eastern and a few other opportunities, recruitment and applications will be more targeted.

Notes:

Issue	Comments
Timing: How long is the process once you have a job description?	<p>Particular to Eastern:</p> <ul style="list-style-type: none"> - We have already started some recruitment, and have a couple candidates in the pool - Ideal timeline for Eastern would have been to hire this summer, revised goal timeline is January with more intensive support from central office
<p>Process of screening, interviewing, and hiring principals:</p> <p>(Note: community panels are open to the public for viewing and asking questions, but only the panel members can vote.)</p>	<ol style="list-style-type: none"> 1) Personal statement and application 2) Initial screen 3) First interview round 4) Second interview round, with instructional superintendents 5) Every principal interviews with the Chancellor 6) Interview/ panel with community from pool of applicants DCPS has selected (mediated by HR* team). <p>*HR works with community to prepare questions ahead of time</p>
Qualifications	<ul style="list-style-type: none"> - Masters ▪ 2 years teaching or direct service to students ▪ Master's degree ▪ Licensed (secondary administration)
Describe the models that will be shown on Nov. 16 th	<ul style="list-style-type: none"> ▪ Rigor (AP, IB, AP for all) ▪ Excellent extracurriculars ▪ Small learning communities (some career focused)
Current Principal?	<ul style="list-style-type: none"> ▪ Was hired to be a transition role ▪ Need a full-time hire to be planning while current principal is running the school ▪ Different skill set to running a existing school in transition and launching a new school
Time given to look through draft position description	<ul style="list-style-type: none"> ▪ How are the elements listed in the PD weighted? ▪ Strengthen community engagement section ▪ Extracurriculars and the rich history are lacking in actual details ▪ Very heavy on evaluation, feels punitive ▪ Suggested characteristics: "listening, modeling,

	<p>connecting, respect”</p> <ul style="list-style-type: none"> ▪ Appreciate the emphasis on academics and instructional leadership
What are unique aspects of Eastern that we need to flag in the search?	<ul style="list-style-type: none"> ▪ Very diverse student body ▪ Changing community needs to be unified throughout the growth process; need for leader who can lead in this change ▪ Ability to be both Initiator and Sustainer -- *must have excitement and enthusiasm for the long haul ▪ Ability to create a culture of inclusion with students and families ▪ Desire to respect history of Eastern and still push it forward